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SUPPORTING
MUTUAL NEMESI EXCHANGE
INNOVATION

NEMESI PROJECT

PROGRESS CALL VP/2012/009

THE ROLE OF INTERMEDIARY BODIES

CONNECTING EUROPEAN CHAMBERS

MARCH 26TH, 2015

**BRUXELLES - EUROPEAN ECONOMIC AND SOCIAL
COMMITTEE**

Co-funded by
the European Union





PROJECT BACKGROUND

FORMER PROGRESS PROGRAMME

Employment and social solidarity programme

CALL VP/2012/009

Priority objectives and types of action:

Mutual learning in the field of skills and employment



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PROJECT BACKGROUND

Objective of this area:

to encourage exchanges and mutual learning at all levels and to enhance the transferability of the most effective policies, good practices and innovative approaches to implement the skills dimension of the flagship initiative “An Agenda for New Skills and Jobs – Equipping people with the right skills for employment”.



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PROJECT BACKGROUND

The mutual learning targeted in particular the key growth areas for employment:

- the low-carbon, resource-efficient economy (“green economy”),
- the digital economy (ICT sector)
- the health and social care sector ("white jobs").



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PROJECT BACKGROUND

- ❑ The digital skills shortage is forecast to be as high as 700,000 professionals by 2015 – and this is in times when unemployment hits a historic rate of 10.2% and the alarming 22.4% for young people. Europe cannot afford this dangerous skills shortage in one of the fastest growing areas of the economy and face the risk of a lost, digitally savvy generation (Euroactiv, 2012).
- ❑ Same facts and figures are for the green sector (eco-construction, energy efficiency, renewable energies, water, waste, ‘Green’ ICT and consultancy).





PROJECT BACKGROUND

Managing skills is a core priority for business:

SMEs, however, smallest in particular, often don't have HR departments or the experience and expertise to manage a skill management process to overcome competencies gaps.

Talent shortages can have a significant impact on the economic development of countries.



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PROJECT BACKGROUND

There is very little management guidance on skills identification and matching available for SMEs.

Of the information available, most is written from a national point of view, with no central European guidelines or sharing of best practice, which means that there is no information about how to make the most of the European aspect of the placement (mobility and stakeholders cooperation across Europe).

There is certainly no guidance tailored to suit the needs of small businesses in supporting identification of skills needs, matching, and placement within their organisation.



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PROJECT BACKGROUND

While recognising that this information is necessary, this project feels that more guidance for SMEs about practical, everyday issues relating to the issue to ensure quality & diversity, is critical in order to increase the numbers of SMEs involved and the quality of their experiences, also in cooperating with other stakeholders and not only at national level.



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PROJECT OBJECTIVES

NeMESI major aim is to find new ways to **establish dialogue and mutual learning** between SMEs, policy and decision makers, training organizations, and other stakeholders in **identifying skills needs and matching** for the benefit of SMEs in the ICT and Green Economy sectors.



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INTERMEDIARY BODIES

In order to realize this aim all project partners are intermediary organizations:

- IRFI (Training Agency of the CCI of Rome)
- Crea: Business association of Entrepreneurs of Aragona Region (Spain)
- RDA: Regional Development Agency of Slovak Republic
- ISM: Research center of Mainz (Germany)

In particular we have two public Institutions (IRFI and RDA)



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ROLE OF INTERMEDIARY BODIES IN THE SPECIFIC OBJECTIVES OF THE PROJECT



The NeMESI achieves its objectives through the following processes. These activities are typical assignment of intermediary organizations:

- ❑ **Bottom-up development** of concepts in terms of engagement in skills needs identification and skills matching
- ❑ **Investigating current processes** and structures of stakeholders cooperation and the role of different actors;
- ❑ Stimulate the adoption of concrete initiatives of stakeholder **cooperation in skills needs identification and skills matching** in the digital and green economy;
- ❑ **Improving the methodology** implemented in the project through its evaluation in relation to its objectives and expected impacts.
- ❑ **Keeping the audience informed**



MAIN ACTIVITIES OF THE PROJECT



Core activities of the project are:

- ❑ desk research at a national level in each partner's country to formulate scenarios based on trends of skills management in ICT and Green Economy
- ❑ 4 national workshops to analyze skill needs among relevant stakeholders (policy and decision makers, training organizations, business organizations...)
- ❑ Mapping and analyzing best practices through a participatory process (peer review and launch of calls for papers), and the development of an on line practical guide on how to identify skills mismatch (and how to overcome it) in the ICT and Green Economy Sectors
- ❑ Development and publication of an online mutual learning device (online Best Practices Database), updated by project partners, with the contribution of stakeholders and target group representatives as well as peer review by external experts
- ❑ 4 EU workshops and an open space conference

All activities are subject to a steady evaluation activity





The BP Database

The E-guide

The Final Policy Brief



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MAIN OUTCOMES

The BP Database is a repository of about 40 BPs, stored and accessible in the project website related to the topics of the EU Workshops, evaluated by External Expert of 11 different European countries with a relevant level of experience, expressing a diversified background to ensure the evaluation from different points of view.

BPs were collected to find new ways to establish dialogue and mutual learning between SMEs, policy and decision makers, training organisations, and other stakeholders in identification of skills needs and skill matching for the benefit of SMEs in the digital and green economy.





MAIN OUTCOMES

The E-guide is a very useful tool to provide SMEs a set of indications, in the shape of policy briefs, on how to manage skill gaps and perform an effective skills matching on the basis of good practices emerging from other experiences in Europe and beyond.



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MAIN OUTCOMES

The Final Policy Brief is a key document focused on the topics and results of each EU Workshop.

This document encompasses all the policy briefs that have been drafted as final reports of the four EU workshops that were held in the four project partners' countries: Spain, Slovak Republic, Germany, and Italy.





MAIN OUTCOMES

Each EU workshop and related policy brief was focused on a specific subject:

- ❑ How to identify skill gaps in SMEs through effective collaboration in the ICT and the green economy. Overcoming organisational barriers and obstacles for partnership
- ❑ Role of different sectors and organisations in identification of skills needs and skill matching. Developing a forward-looking HR and skills development policy through cooperation
- ❑ Addressing current and structural challenges of competence development, such as the competition for qualified personnel
- ❑ Unlocking financial and non financial means to improve skills needs identification and skills matching





SOME DIFFICULTIES FACED

❑ Involving SMEs

- lack of time
- no long term forward-looking HR and skills development policy
- disappointment of the public policies in general

❑ Involving some stakeholders (mainly other public Institutions)

- no long term forward-looking policy to sustain SMEs





STRENGTHNES POINTS

- ❑ **Involvement of peer reviewers, mainly through the EEN Network**
 - **Exchange of different points of view**
 - **Great collaboration**





THE PARTNERSHIP



IRFI is the designated training agency of the Rome Chamber of Commerce. In its private structure, it operates with a public mandate.

Its core activities are research, consultancy, development and management of training activities aimed at encouraging business and economic growth in the region.



RDA is a public organisation operating in the territory of Bratislava Region (Slovakia), belonging to an integrated network. It cooperates with public, SMEs and NGO sectors in Slovakia and similar bodies from EU and third countries. Main activities relate to VET in the LLL context, consultancy and support service for elaboration of socio-economic strategies, project management and tailor-made VET training.



CREA is a non-profit employers organisation located in the Autonomous Community of Aragon, Spain. CREA represents more than 30.000 enterprises through its associates made up by territorial and multisectorial businesses associations as well as biggest local companies operating in the region, offering a wide range of services.



ISM provides consultancy for public authorities, NGOs and enterprises. ISM is also responsible for some local and regional networks e.g. labour market actors in the city of Mainz (Germany), labour market actors in the county of West-Pfalz and for a nationwide network of professionals for entrepreneurship of ethnic minorities.



CONTACT INFORMATION



Thank you for your attention!

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